

# EMPLOYEE RIGHTS

## UNDER THE FAIR LABOR STANDARDS ACT

### **BREASTFEEDING SUPPORT IS THE LAW**

#### **BREAK TIMES**

An employer shall provide a reasonable break time, as needed, for an employee to express breast milk for her nursing child up to one year of age.

#### **PRIVATE SPACE**

The employer shall provide a place, other than a bathroom, that is shielded from view and free from intrusion from the public and co-workers, for the employee to express breast milk.

#### **COMPENSATION**

An employer need not provide additional compensated work time for this purpose; however, an employee may use designated paid break time or request paid or unpaid leave if such paid break time is not sufficient.

#### **ADDITIONAL INFORMATION**

This law applies to employers with 50 or more employees and is not applicable if the law's requirements would impose an undue hardship on the employer's business.



*For more information, contact your supervisor or human resources office.*